

Okemos Board of Education
Okemos, Michigan 48864
REGULAR MEETING FEBRUARY 27, 2023

The regular meeting of the Okemos Board of Education was called to order by President Gebara at 7:01 p.m.

Call To Order

Members Present: Tom Buffett, Katie Cavanaugh, Mary Gebara, Melanie Lynn, Andrew Phelps and Jayme Taylor

Members Absent: Shulawn Doxie

Administrators: Superintendent John Hood; Assistant Superintendent Stacy Bailey; Director Elizabeth Lentz

Safety and Security Consultant Dr. Margaret Coggins provided information regarding the district's approach to workplace violence, prevention, and threat assessment. Dr. Coggins provided an overview of the services she has been and will be providing the district; as well as reviewed her holistic, multi-faceted approach to safety and security and her specific expertise in behavioral threat assessment (BTA) and ultimately threat prevention. She defined the methodology and process of behavior threat assessment which includes identifying, assessing and managing threats among students, staff, families, contractors and all who are connected with the district. She explained the approach to be proactive and preventive, standardized and comprehensive, objective and relationship-based. Dr. Coggins is currently engaged in an assessment of the district's current processes and procedures. The program assessment and what components are evaluated was reviewed, as well as activities and work so far, including the establishment of a working group who meets regularly, upcoming surveys and interviews. Dr. Coggins presented key findings so far including areas of improvement and described next steps including formalizing processes, training for staff in threat assessment, communication regarding the process with all stakeholders, next steps and action items. The benefits of BTA were also discussed.

Safety & Security

Members inquired about the following: equity as it relates to the BTA methodology; reporting to the board expectations; role in disciplinary process; real time in the classroom examples; data to assess the impact of the BTA program; resources and staffing needed.

Assistant Superintendent Stacy Bailey provided an overview of district benchmark assessment results, along with key initiatives that will be utilized to address student's needs during the 2022-2023 school year. Mrs. Bailey reviewed the MCIP approach, MTSS, integration with Strategic and Equity Plan goals, and the growth goals set by the district for math and literacy. Screener data was reviewed for subgroups which include black or African American, economically disadvantaged and special education.

Benchmark Assessment

The data is used to inform instruction, as well as develop strategies and supports to close gaps. Examples of 22-23 supports were given and include: after school learning for target groups; training and professional development for teachers; reading specialist and individual reading plans; revised criteria used for interventions and/or advancement; summer learning; and expansion of NWEA to 9th grade.

Social-emotional health screener data was also shared as well as supports to include additional counselors, SSA's, CR-PBIS, wolf pack, and student clubs.

Members inquired about the following: social-emotional data; expected growth expectations; follow up discussions or bard work session; participation in supports; and what additional resources are needed.

Elle Bergan and Maya Salliotte addressed the board regarding a program to supply free sanitary products at Kinawa, CMS and OHS.

High School Student Representative reported on the following: recent winter formal; upcoming spaghetti dinner fundraiser; Okemos' Got Talent Show; pep assembly; scheduling for 23-24; walk-out in support of MSU and against gun violence.

Student Report

Superintendent Hood reported on the following: expressed gratitude to Central Office and Admin teams; upcoming bond presentation; cancelation days; graduation on May 21st at the Breslin Center; Juul litigation; and SRO process update.

Superintendent's
Report

Members inquired about the following: SRO engagement in the BTA process; funding of the SRO position; Thrun's recommendation regarding the Juul litigation options; parking for graduation; bond update and community engagement; and sanitary products follow up.

Board Reports &
Request

President Gebara acknowledged receipt of correspondence from the following: Chris Smith and Nathan Mahn regarding proposed policy 5106; Laura Belisle concerning drop off safety at Cornell; and Jody Noble with praise and gratitude for Coach Efe.

Members reported on the following: Policy committee update and potential board operating procedures; advocacy committee update.

MOVED by Andy Phelps, SUPPORTED by Katie Cavanaugh that the board approve items 1 and 2 for immediate implementation and appropriate action.

Consent Agenda

Item 1: Approval of the minutes of the Regular Meeting of February 13, 2023;

Item 2: Acknowledge receipt of the leave of absence report and approve the requested leave of absence for Shawn Belanger, Kindergarten Teacher at Hiawatha for the period of March 13, 2023 through May 5, 2023; Carolyn Capozzo, Special Education Teacher at CMS for the period of May 19, 2023 through October 31, 2023; Kaitlyn Chen, 6th grade Teacher at Kinawa for the period of March 17, 2023 through June 10, 2023; and Ashleigh Fesko, 1st grade Teacher at Cornell for the period of May 15, 2023 through October 23, 2023.

AYE: 6 NAY: 0 ABSENT: 1 **MOTION CARRIED**

MOVED by Tom Buffett, SUPPORTED by Jayme Taylor that the board approve the employment of Tim Kilberg, Elementary Resource Teacher for the district at Division II, Step 9 of the teacher salary schedule, effective March 6, 2023 in accordance with sections 1230 (2) and 1230 a (2) of the Revised School Code conditioned upon receipt of acceptable criminal history checks and criminal records checks.

Employment -
Certified

AYE: 6 NAY: 0 ABSENT: 1 **MOTION CARRIED**

MOVED by Andy Phelps, SUPPORTED by Katie Cavanaugh that the board return policy 5106 Gender Identity to the policy committee for revisions for first reading on March 13th and final reading on March 20th.

Board Policy

AYE: 6 NAY: 0 ABSENT: 1 **MOTION CARRIED**

MOVED by Jayme Taylor, SUPPORTED by Katie Cavanaugh that the board waive the reading and adopt final reading of board policy 5106 Student Gender Identity.

AYE: 0 NAY: 5 ABSENT: 1 **MOTION FAILED**

No one addressed the board.

Reminder of the March 8th Work Session with MASB; and the March 21st Special Meeting for the Superintendent Evaluation.

Other Matters

Member Lynn inquired about board governance as it pertains to board policy versus regulations versus board operating procedures.

President Gebara adjourned the regular meeting at 10:24 p.m.

Adjourn

Jayne Taylor, Secretary